

SSA expects and demands that each of its business units, all of its employees, and its Directors carry out their business and perform their duties to the highest ethical standards and in compliance with all relevant legal principles. This standard of behaviour and performance is maintained in the company's dealings with employees, customers, suppliers, and all other stakeholders.

### **General Principles**

SSA and its employees will at all times demonstrate the highest levels of integrity, truthfulness, and honesty in order to uphold both personal and corporate reputations and to inspire confidence and trust in their respective actions. The company will conduct its business in a competent, fair, impartial, and efficient manner.

### **Health and Safety**

SSA is committed to providing a safe and healthy working environment for all of its employees both on and off its sites. The company applies its standards to all visitors to its sites.

### **Environment**

SSA respects the environment and the need to protect it and minimise the impact its operations have on it. It is engaged in a continuous programme of improvement on environmental issues.

### **Employees**

All employees are treated with dignity and respect with equal employment opportunities given to all irrespective of their race, religion, gender, sexual orientation, maternity, marital status, family status, disability, age, or national origin. Employees are offered a safe and healthy workplace and the company will not tolerate any form of harassment.

### **Customers**

SSA will take all reasonable care to avoid misleading statements, concealment, and overstatement in all of its advertising and public statements. It will seek to build long term partnerships with its customers by being honest and straightforward in its dealings at all times. It will respect the confidentiality of any information it may obtain in relation to its customers.

### **Suppliers**

Suppliers will be chosen on the basis of factors such as price, quality, delivery, service, and integrity. The company's choice of suppliers will be made objectively. Honesty and openness will be paramount in the company's dealings with its suppliers.

### **Competitors**

SSA will build its reputation on the basis of its performance alone. It will compete vigorously and lawfully and will not compete unfairly with others. It will not seek to damage the reputation of its competitors either directly or by implication.

### **Government, Regulators, and Legislators**

SSA will seek to comply with all international, national, and local legislation affecting its operations. It will strive to follow the best practice in corporate governance. It will meet its tax obligations as required by law.

### **Giving and Receiving Gifts and Entertainment**

Employees will neither seek nor accept for themselves or others any gifts, favours, or entertainment without a legitimate purpose from any person or business organisation that does or seeks to do business with, or is a competitor of SSA.

### **Bribery & Corrupt Practice**

SSA does not allow the direct or indirect offer, payment, solicitation, or acceptance of bribes in any form. Any employee found to be involved in any kind of corrupt practice is likely to be immediately dismissed and may well have committed a criminal act which could lead to prosecution.

### **Modern Slavery and Ethical Sourcing**

SSA has a zero-tolerance approach to modern slavery and human trafficking. We are committed to acting with integrity in all our business dealings and with our supply chain, including business partners, suppliers, customers, contractors and other third parties who provide or deliver any goods or services to us. We will not support or deal with any business that is knowingly involved in slavery, human trafficking or illegal activity and will take steps to ensure transparency within our own business and our supply chain.

SSA encourages any observed breaches of the statements above to be reported directly to the Managing Director or the relevant regulatory body as appropriate, without detriment to the employee's status or future with the company.

Approved By:  Gary James, Managing Director.